

**Peningkatan Kinerja Karyawan Melalui Budaya Organisasi,
Kompensasi dan Disiplin Kerja dengan Kepuasan Kerja sebagai
Variabel Intervening Pada Karyawan PT. Saba Indomedika Semarang**

ANDY MARIA MATHILDA

(Pembimbing : Dian Prawitasari, SE, MM)

Manajemen - S1, FEB, Universitas Dian Nuswantoro

www.dinus.ac.id

Email : 211201102241@mhs.dinus.ac.id

ABSTRAK

Keberadaan dan keberhasilan suatu organisasi dalam mencapai tujuannya, tidak dapat lepas dari faktor sumber daya manusianya. Tujuan penelitian ini untuk mengetahui pengaruh budaya organisasi, kompensasi dan disiplin kerja terhadap kinerja karyawan melalui kepuasan kerja. Tipe penelitian yakni explanatory research, teknik pengumpulan data adalah kuesioner dan wawancara. Sampel dalam penelitian ini berjumlah 68 responden dengan teknik pengambilan sampel adalah sampling / sensus, skala pengukuran menggunakan skala likert. Analisis kuantitatif menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, koefisien determinasi, uji signifikansi (uji t dan uji f) dan analisis jalur (path analysis). Berdasarkan hasil penelitian ini menunjukkan bahwa budaya organisasi, kompensasi, disiplin kerja secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja dan kinerja karyawan. hasil penelitian secara parsial menunjukkan bahwa budaya organisasi dan disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, sementara kompensasi berpengaruh positif tidak signifikan terhadap kepuasan kerja. Budaya organisasi, kompensasi, disiplin kerja dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. berdasarkan hasil tersebut dalam penelitian ini budaya organisasi berpengaruh dominan terhadap kepuasan kerja dan kinerja karyawan.

Kata Kunci : Budaya organisasi, kompensasi, disiplin kerja, kepuasan kerja dan kinerja karyawan

**Improved of Employee Performance Through Organization Culture,
Compensation and Work Discipline on Work Satisfaction as an
Intervening at PT. Saba Indomedika Semarang Employees**

ANDY MARIA MATHILDA

(Lecturer : Dian Prawitasari, SE, MM)

*Bachelor of Management - S1, Faculty of Economy &
Business, DINUS University*

www.dinus.ac.id

Email : 211201102241@mhs.dinus.ac.id

ABSTRACT

The existence and succeeded of an organization in achieving its goals, can not be separated from the human resources factor. The purpose of this research to determine the influence of organizational culture, compensation and work discipline on employee performance through work satisfaction. This type of research is explanatory research, data collection techniques were using questionnaires and interviews. The sample in this research amounted to 68 respondents with sampling technique is sampling / census, the scale of measurement using a Likert scale. Quantitative analysis using validity test, reliability test, classic assumption test, multiple linear regression analysis, the coefficient of determination, significance test (t test and f test) and path analysis (path analysis). Based on the results of this research indicated that organizational culture, compensation, work discipline, simultaneously has positive and significant impact on work satisfaction and employee performance. Result of research partially indicated that organizational culture and work discipline has positive and significant impact on work satisfaction, while compensation is not have significant positive effect on work satisfaction. Organizational culture, compensation, work discipline and work satisfaction have significant and positive effect on employee performance. Based on the results of this research organizational culture dominant influence on work satisfaction and employee performance.

Keyword : Organizational culture, compensation, work discipline, work satisfaction and employee performance